



COUNTY OF HUMBOLDT

For the meeting of: 3/24/2026

File #: 26-248

To: Board of Supervisors

From: County Administrative Office

Agenda Section: Departmental

Vote Requirement: Majority

SUBJECT:

Appointment of Interim Director of Aviation

RECOMMENDATION(S):

That the Board of Supervisors:

1. Accept the resignation of Justin Hopman, Director of Aviation, effective Friday, March 27, 2026; and
2. Appoint Justin Hopman as the part-time Interim Director of Aviation until the appointment of a permanent Director of Aviation is finalized.

STRATEGIC PLAN:

The recommended actions support the following areas of the Board of Supervisors' Strategic Plan:

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3003 - Enhance employee recruitment and retention

DISCUSSION:

Justin Hopman relocated from Florida with his family to accept the position of Aviation Director on Jan. 5, 2026. Unfortunately, the transition to Humboldt County proved challenging, and Mr. Hopman submitted his resignation on March 2, 2026, effective March 27, 2026. He will be returning to his prior position in Florida.

To support continuity, Mr. Hopman has offered to serve remotely in a part-time interim capacity until a new Director of Aviation is appointed. He has agreed to provide approximately fifteen (15) to twenty (20) hours of support per week to assist with a smooth transition.

Staff are seeking the Board's approval to transition Mr. Hopman from his permanent role to a temporary interim position until further notice. It is anticipated that a new Director of Aviation will be onboarded by the end of summer 2026.

SOURCE OF FUNDING:

Aviation Enterprise Fund (3530-381)

FINANCIAL IMPACT:

The salary for the Director of Aviation is currently included in the fiscal year 2025-26 budget for Aviation budget unit 3530-381. The

anticipated salary for the Interim Director of Aviation at Step C working 20 hours a week is Twenty-Five Thousand Two Hundred Eighty-One Dollars (\$25,281.00).

STAFFING IMPACT:

The recommended actions will not have a direct impact on current staffing allocations; however, approval of this appointment will maintain continuity in leadership for the department of Aviation while a recruitment can occur.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board discretion.

ATTACHMENTS:

None

PREVIOUS ACTION/REFERRAL:

Meeting of: None

File No.: None